

University and College teachers

Revision of salary scales of
in Maharashtra State.

GOVERNMENT OF MAHARASHTRA

Education Department,

Resolution No. USC—1174/104367-U,
Sachivalaya Annex, Bangalore - 560 001.

Dated : 4th October, 1978.

- REASD : (i) Government of India, Ministry of Education & Social Welfare, Department of Education, Letter No. P. 1.40/76-U.1, dated 2nd November, 1974;
- (ii) Government of India, Ministry of Education & Social Welfare, Department of Education, Letter No. P.1.9/78/U-1, dated 16th January, 1978;
- (iii) Government of India, Ministry of Education & Social Welfare, Department of Education, Letter No. 1.1/78-U-1, dated the 20th February, 1978;
- (iv) Government Letter, Education Department, No. USC-1178/U, dated 22nd April, 1978 to the Government of India;
- (v) Government Circular, Education Department No. USC 1178/U, dated 16th January, 1978;
- (vi) Government of India, Ministry of Education & Social Welfare (Department of Education), New Delhi, Letter No. P.1.9/78-U.1, dated 7th June, 1978.

Resolution : Government has had under its consideration a scheme forwarded by the Government of India for revision of pay scales of University and College teachers, as were made applicable by them to the Central Universities, for adoption in the State with or without modifications. Government has now accepted the recommended pay scales for University and College teachers in this State with some clarifications. Government is accordingly pleased to sanction implementation of the scheme for revision of pay scales of University and College teachers in this State as follows:

1. **Pay Scales :** The existing and revised pay-scales now sanctioned for different categories of University and College teachers are shown below:-

Sr. No.	Present Designation	Existing scale of pay	Revised Designation	Revised scale of pay
I. University Teachers				
1.	Professor (Dr. Study)	1800-200-1800	Professor	1800-00-1800-100-
2.	Professor	1700-200-1800-100- 1800		1800-100-1800-100-
3.	Reader	700-20-700	Reader	1200-00-1200-100- 1200
4.	Lecturer	600-00-600-20-600	Lecturer	700-00-1100-100- 1000

Sr. No.	Present designation	Existing scale of pay	Revised Designation	Revised scale of pay
				Rs.
II. College Teachers				
4.	Principal	Rs. 100-100-1000	Principal	Rs. 1100-110-1000-100- 1000-1000/-1000.
5.	- do -	Rs. 100-100-1000	- do -	" 1000-100-1000-100- 1000.
6.	Dr. Lecturer	Rs. 100-100-1000	Lecturer	Rs. 100-10-100-100- 1000 Amalgamated -100-1000
7.	- do -	Rs. 100-100-100-1000/-		
8.	Lecturer (Dr. Stand)	Rs. 100-100-100		
9.	DeputyPrincipal/Tutor	Rs. 100-10-100	DeputyPrincipal/ Tutor	Rs. 100-10-100-10- 100

*These scales will be applicable to Principals of Non-Government Colleges in the State. The Principals of Colleges having (i) students of over 1,000 and (ii) possessing such other qualifications and experience which the University may prescribe shall get the higher scale while Principals of Colleges having enrollment below 1,000 shall get the lower scale. In case of Principals of Government Colleges, scales will be issued separately on receipt of specific proposals from the Director of Higher Education, Maharashtra State, Poona.

The revised pay-scales are subject to D.A. increments up to 1-1-75. The teachers will be eligible to get the D.A. equal to the allowances maintained by the State Government effective from a date after 1-1-75. Similarly, the teachers will be eligible to get house rent allowances and compensatory land allowances as admissible, in addition to the pay in the revised scales.

3. To whom applicable and date of operation : The revised scales are applicable to all categories of teachers mentioned in "I" above, employed by the six Universities in the State and Colleges affiliated to them in the Faculties of (i) Arts, (ii) Science, (iii) Commerce and (iv) Education. The revised scales are sanctioned with retrospective effect from 1st January 1975.

3. Manner of Fixation of pay : The Government of Maharashtra has accepted the formula for fixation of pay of teachers given by the Government of India (Appendix I). The pay of individual teachers should be fixed in accordance with these principles. Tables showing fixation of pay in various scales at various stages are appended as Appendix II for guidance for fixation of pay of University and College teachers.

4. The Date of Increment : The date of increment in the revised scales of pay should be determined on the following principles :—

- (i) Where the initial pay in the University Grants Commission scales provides for increase in the basic pay by an amount equal to or higher than the rate of increment in the existing scale, the next increment should accrue after completion of full incremental period from the date the teacher starts to come over to the University Grants Commission scale.
- (ii) Where the increase is not provided to the extent indicated in (i) above, the next increment of the teacher should accrue on completion of full incremental period or on the date of his normal increment in the existing scale, whichever is earlier.

5. Terms and Conditions attached to the revised scales : The terms and conditions attached to the revised scales are mentioned in Appendix III appended to this Resolution. The teachers opting for these scales will have to enter into an agreement with the management about their acceptance of these conditions preceding to their availing themselves of these revised scales, in the prescribed form (Appendix IV). They will have to give in the prescribed form (Appendix V) an option for either to switch over to the revised scales of pay or to continue in their present scales by 30th November, 1975. The option once exercised will be final. Teachers in Government Colleges will, however, be governed by the H.C.S.R.s.

4. Qualifications: The qualifications prescribed by the University Grants Commission and accepted by the Government of Maharashtra, and are prevalent to the teachers' becoming eligible for the revised scales on permanent basis. They are as given below :—

(a) *University Teachers :*

- (i) A Doctor's degree or published work of an equally high standard; and
- (ii) Consistently good academic record with first or high second class (B+) at Master's degree or equivalent degree of a Foreign University.

Having regard to the need for developing inter-disciplinary programmes, the degrees in (i) and (ii) above may be in relevant subjects.

(b) *College teachers :*

- (i) A consistently good academic record with first or high second class (B+) at Master's degree in a relevant subject or an equivalent degree of a Foreign University, and
- (ii) A M. Phil. degree or a recognised degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work.

The qualifications are applicable to both existing teachers and the teachers who may be recruited hereafter. In the case of existing teachers who do not possess the above prescribed qualifications will have to acquire them within a period of five years failing which they will not be allowed to earn future increments after expiry of the five-year period in the revised scales. The period of five years will be reckoned from 4th April, 1979.

In respect of new recruitments to the posts of teachers in University/Colleges, the University/College may recruit a person with a lower qualification only in case a person with the prescribed qualifications is not available or is not considered suitable, provided that such person will have to acquire the prescribed qualifications within five years from the date of his appointment.

C/
7. Work-load / Teachers in a University/College will have a work-load of not less than 40 clock hours in a week. Out of these 40 hours, a minimum of 30 clock hours will have to be spent by a teacher on the official premises of the institution for class-room work like teaching, guidance and tutorials or consultation. However, the actual number of hours to be devoted to class-room work will be determined by the University. The remaining hours should be devoted to research, preparation for teaching, correction and examination work including invigilation, extra-curricular activities, administration and professional work. /

8. Vacation : " Vacation " does not mean that a Teacher is automatically on holiday or otherwise免于 work for the University/College, even if required to do so, and every teacher shall be expected to undertake such work, even when the University/College is not functioning, as may be assigned to him by the competent authority relevant to his duties as a teacher, whether of a curricular, co-curricular, extra-curricular or extra-mural nature, including applied or field work relative to his subject, or work of the nature of social service, inside or outside the area of the University/College ;

Provided that care is taken in assigning such work that every Teacher is able to enjoy, over the year, a total of six weeks' holiday whether in the area of the University/College itself, or by permission, outside it.

9. Superannuation: The age of superannuation for teachers, as well as for Principals of University and non-Government affiliated Colleges shall be sixty years and thereafter no further extension in service shall be given. A teacher who has already been given extension on attaining the age of sixty years on January 1, 1978 or thereafter, shall continue to be in the old scale of pay during the period of extension and shall not be permitted to opt for the revised scale.

Teachers in Government Colleges, will, however, be governed by the relevant rules framed by Government.

10. Mode of Recruitment: Future recruitment to posts of teachers in Colleges and Principals of Colleges shall be made through a Selection Committee, the composition of which is specified in the terms and conditions (Appendix III). The selection of teachers by the Universities will continue to be made in accordance with the provisions in the respective University Act and the statutes made thereunder.

(e) Remuneration for examination work: The revised pay-scales are inclusive of an element on account of remuneration for examination work. Consequently, the University/College teacher getting the revised scale will not be entitled to any remuneration for examination work in any University/College within the State. Failure to do examination work allotted, will be taken to non-fulfilment of duty and apart from any action which the University may take, the teacher will make themselves liable to being denied the benefit of the revised scales. /e

11. Code of Conduct: The Universities should draw up a code of conduct for its members, and those in affiliated colleges, keeping in view the various terms and conditions mentioned in Appendix III in general and those mentioned above in particular, and also initiate action in frame statutory under section 44 of the respective University Act of 1974. Teachers in Government Colleges, will, however, be governed by the relevant rules framed by Government.

12. Assessment of work: A lecturer in a college will be allowed to draw increment after the stage of Rs. 1,000/- only after his work has been assessed and found satisfactory, in a manner to be decided by the University.

In addition, there will be an assessment of the work of every University and college teacher, every three years in a manner to be prescribed by the University and record maintained in the University and college offices.

13. Conversion of the posts of Demonstrators/Tutors: Government has decided to :

- upgrade the existing posts of demonstrators/tutors into those of lecturers which are held by persons possessing qualifications for the posts of lecturers as prescribed by the University and/or by the University Grants Commission. This upgradation shall be operative from the beginning of the Academic Year 1978-79. The condition regarding making up of deficiencies in qualifications within five years as mentioned in para 8 above with effect from the date of upgradation will be applicable to each of those persons who do not possess the qualifications prescribed by the University/University Grants Commission for the posts of a Lecturer.

All persons who are appointed as Lecturers under these orders will be kept on probation in the post of a lecturer for a period of two years.

- (3) maintain the revised scale of pay of demonstrator/lecturer Rs. 550-50-700-70-900 to those not covered by (a) above, till prescribed qualifications prescribed by the respective institutions for the posts of demonstrators/lecturers. This will be given retrospective effect as in the case of other categories of teachers i.e. from 1st January, 1978.
- (4) continue the existing scale of pay to such demonstrators/lecturers who are not covered by (a) & (b) above.

In order to help the process of progressive abolition of cadre of demonstrators/lecturers, no new recruitment to this cadre shall be made hereafter.

11. Restrictions on new recruitment : No new recruitment of teachers in cadre other than Demonstrators/Teachers unless necessary by the University/College, unless absolutely necessary as directed in para 9 and 10 of Government Circular No. UGC/1274/U, dated 16th May, 1975.

12. Fixation of pay and procedure stated for payment of arrears : The University/College authorities should initiate action for fixing the pay of each individual teacher after completing the necessary formalities of obtaining an agreement and an option from each teacher for coming over to the revised scale vis-a-vis para 3 above. The pay of the teacher as well as the arrears that would be due to him should then be worked out in the forms to be prescribed by the Director of Higher Education. This pay-fixation including arrears payment should be got approved from the respective audit squads of Education Department which have been located at each Revenue Divisional Headquarter.

The University/College shall submit a statement of expenditure, every month, on account of revision of scales of pay of University/College teachers to the Director of Higher Education in a prescribed form.

13. Procedure to be adopted by the Director of Education (H.E.) : The Director of Higher Education should send a quarterly statement to the Accountant General, Maharashtra, Bombay and the Accountant General, Mahaparastam, Nagpur and claim the grant from the Government of India before the close of every year. The Accountant General, Maharashtra, Bombay, should be requested to credit the Government of India's share under Receipt Head "077-Shrawan-II-University and other Higher Education," (a) other receipts—(b) Contributions from University Grants Commission."

The additional expenditure on pay proper on account of revision of scales of pay of teachers in University, Government and non-Government Colleges as on 1st January, 1978 shall be borne for the period from 1st January 1978 to 31st March, 1978 between the Government of India and the State Government in the ratio of 50:50. Thereafter, the entire liability an account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 1-1-78 will be treated as posts existing as on 1-1-78 for this purpose. The additional expenditure on pay proper on account of application of revised pay scales to all posts of teachers created after 1st January 1978 shall be borne entirely by the State Government. The Universities and the non-Government Colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed if prior sanction of the Director of Higher Education is not obtained by them.

18. **Clarifications:** The Director of Higher Education shall administer for the scheme and investigations, if any, sought by the Universities or Colleges. The Director of Higher Education may obtain orders of Governor, in writing in the matter, whenever necessary.

19. **Budget-Head:** The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget-head "227-Education" as under:-

(A) **AU-University and Other Higher Education:**

(i) (a) Assistance to Universities for non-technical Education;
(ii) Grants for improvement of Salary Scales;

(iii) (a) Government Colleges--

(aa) I-Government Arts Colleges,
I-a-Government Colleges-Salaried;

(iv) (a) II-Governor Colleges,

II-a-Government Science Colleges-Salaried;

(v) (a) IV Government Commerce Colleges,

(a) Government Commerce Colleges-Salaried;

(vi) (a) Assistance to Non-Government Colleges,

(a) Grants for introduction of University Grants Commission Scales;

(B) **E-Educational-(i) Teacher-Training:**

(i)-(a) Government College of Education-Salaried;

(i)-(b) Graduate Teacher Training Colleges-Salaried;

(ii)-(a) Assistance to Non-Government Colleges of Education.

20. These orders come with the concurrence of the Finance Department with their Unofficial reference No. F/1978, dated 5-7-1978.

By order and in the name of the Governor of Maharashtra,

(K. K. MOHITE)
Secretary to Governor,

APPENDIX I

FORMULA FOR FIXATION OF PAY IN THE REVISED SCALES

The initial pay in the revised scale shall be fixed in the following manner:

- (i) (A) In the case of a teacher drawing basic pay upto and including Rs. 100/- in the existing scale.
 - (a) an amount representing fifty per cent of the basic pay subject to a minimum of Rs. 15 and a maximum of Rs. 50 shall be added to the existing emoluments of the teacher.

Explanation I : Existing emoluments means Basic Pay plus Dearness Allowance as on 31-12-72 plus Interim Relief, if any, awarded during 1-4-1973 and 1-1-1978 and not any other allowance.

Explanation II : If the amount so computed includes a part of a rupee, then, if such part is fifty paise or more, it shall be increased to one complete rupee and if such part is less than fifty paise, it shall be ignored.

- (B) After the existing emoluments have been increased and computed as specified in clause (a) the pay shall be fixed in the revised scale at the stage equal to the amount so computed or, if there is not such stage in the revised scale, at the stage next above the amount so computed.

Provided that :

- (i) If the amount so computed under clause (a) is less than the minimum of the revised scale, the pay shall be fixed at the minimum of that scale.
- (ii) If the amount so computed under clause (a) is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Provided further that, except in cases where the pay is fixed at the minimum of the revised scale, if the revised emoluments as determined under this sub-rule, exceed the existing emoluments by more than Rs. 100/- the initial pay shall be fixed at the highest stage in the revised scale at which the revised emoluments payable do not exceed the existing emoluments by Rs. 100/- and the difference, if any, between the existing emoluments plus Rs. 100/- and the revised emoluments so payable shall be allowed as permanent pay to be deducted in future increments in pay.

Explanation : Revised emoluments means the Basic Pay of the teacher in the revised scale.

- (B) In the case of a teacher drawing basic pay exceeding Rs. 100/- in the existing scale, the initial pay in the revised scale shall be fixed under the provisions of R.C.S.R. 31, 44, & 47 and for this purpose, his pay in the existing scale shall be deemed to include the dearness allowance, if any, drawn by him.

Note I : Where a teacher is holding a permanent post and is officiating in a higher post and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, provided he has continuously officiated in that post for not less than one year as on the 1st day of January, 1978 and the pay so fixed shall be treated as substantive pay. Where such teacher has not completed one year's continuous service in the higher officiating post as on the 1st

In the existing scales and his pay in the revised scales fixed with reference to the officiating pay shall be treated as substantive pay in the scales either on confirmation in the higher officiating post or after changing service for the period by which it fell short of one year on the 1st day of January, 1978, whichever is earlier, provided that in the latter case, it is certified by the appointing authority that he would have continued to officiate in the higher officiating post during this period had the revised scales not been introduced. If, however, the appointing authority certifies that he would have reverted to the lower post during this period, his pay in the revised scale would, from the date on which he would have reverted, be proportioned on the basis of the pay fixed on the 1st day of January, 1978, with reference to his substantive pay in the lower post.

Note F: Where the existing emoluments exceed the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note G: Where in the fraction of pay under clause (b) of paragraph (A) or paragraph (B) the pay of a teacher drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of each of those teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped upto the stage where such bunching occurs, as under, by the grant of increment (S) in the revised scale in the following manner, namely :—

- (a) for teachers drawing pay from the 6th upto 10th stage in the existing scale—By one increment.
- (b) for teachers drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage—By two increments.
- (c) for teacher drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage—By three increments.

If by stepping up of the pay as above, the pay of a teacher just fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped upto only to the extent by which it falls short of the former.

Note H: Where in the fraction of pay under clause (b) of paragraph (A), or paragraph (B) the pay of a teacher, who in the existing scale was drawing immediately before the 1st day of January, 1978 more pay than another teacher junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior his pay shall be stepped up to the same stage in the revised scale as that of the junior.

Note I: Where as on the 1st day of January, 1978, a teacher is in receipt of personal pay which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such teacher as personal pay to be absorbed in future increases in pay.

II. Date of next increment in the revised scale : The next increment of a teacher whose pay has been fixed in the revised scale in accordance with rule I shall be granted on the date he would have drawn his increment, had he continued in the existing scale.

Provided that in cases where the pay of a teacher is stepped up in terms of Note 8 of rule I, the next increment shall be granted on the completion of qualifying service of twelve months from the date of the stepping up of the pay in the revised scale.

Provided further that, in cases other than those covered by the preceding proviso, the next increment of a teacher whose pay is fixed on the 1st day of January, 1970 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increments of the junior happens to be earlier.

Explanation : For the purpose of this rule, increment shall be construed to mean stages in the little scale and not necessarily actual increments in pay (that is to say, where an increment in any scale is not annual, the increment shall be construed as carrying no money stages as the number of years of service required to be rendered for earning an increment).

APPENDIX-IV

To Master Plan of Pay

(A) INDIVIDUALITY DEPARTMENTS

i. Officers (Other Grade)

Existing Scale : No. 1000-00-1000-100-0000
Revised Scale : No. 1000-00-1000-100-0000

Stage	Basic Pay	Dearness Allowance	Existing Remuneration	% of basic pay subject to revision of Rs. 10 & increments of Rs.		Revised Remuneration
				Rs.	Rs.	
1.	1000	100	1100	10	10	1100
2.	1200	120	1320	10	10	1320
3.	1500	150	1650	10	10	1650
4.	1800	180	1980	10	10	1980

ii. Professors

Existing Scale : No. 1000-00-1000-00-1000
Revised Scale : No. 1000-00-1000-100-0000

Stage	Basic Pay	Dearness Allowance	Existing Remuneration	% of basic pay subject to revision of Rs. 10 & increments of Rs.		Revised Remuneration
				Rs.	Rs.	
1.	1200	120	1320	10	10	1320
2.	1300	130	1430	10	10	1430
3.	1500	150	1650	10	10	1650
4.	1700	170	1870	10	10	1870
5.	2000	200	2200	10	10	2200
6.	2200	220	2420	10	10	2420
7.	2400	240	2640	10	10	2640
8.	2600	260	2860	10	10	2860
9.	2800	280	3080	10	10	3080
10.	3000	300	3300	10	10	3300

iii. Assistants

Existing Scale : No. 100-00-1000-00-1000
Revised Scale : No. 1000-00-1000-100-0000

Stage	Basic Pay	Dearness Allowance	Existing Remuneration	% of basic pay subject to revision of Rs. 10 & increments of Rs. 100		Revised Remuneration
				Rs.	Rs.	
1.	100	100	200	10	10	200
2.	120	120	240	10	10	240
3.	150	150	300	10	10	300
4.	180	180	360	10	10	360
5.	200	200	400	10	10	400
6.	250	250	500	10	10	500
7.	300	300	600	10	10	600
8.	350	350	700	10	10	700
9.	400	400	800	10	10	800
10.	450	450	900	10	10	900
11.	500	500	1000	10	10	1000
12.	550	550	1100	10	10	1100
13.	600	600	1200	10	10	1200

4. Teachers

Starting Basic : Stage	Rs. 100-40-1100- 40-1000.			Revised Basic : Rs. 100-40-1100- 40-1000.
	Basic pay Rs.	Dearness Allowance Rs.	Rectifying allowances Rs.	
1.	100	200	200	100
2.	100	200	200	100
3.	100	200	200	100
4.	100	200	200	100
5.	100	200	200	100
6.	100	200	200	100
7.	100	200	200	100
8.	100	200	200	100
9.	100	200	200	100
10.	100	200	200	100
11.	100	200	200	100
12.	100	200	200	100
13.	100	200	200	100
14.	100	200	200	100
15.	100	200	200	100
16.	100	200	200	100

(b) COLLECTORS

5. Principals of village Savings and Credit Banks

Starting Basic	Rs. 100-40-1000	Revised Basic : (i) Rs. 100-40-1000-40- 1000 (ii) Rs. 100-40-1000-100-1000-1000/40- 1000.
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Starting Basic : Stage	Rs. 100-40-1000-40- 1000			% of basic pay subject to minimum of Rs. 10 & maximum of Rs. 100	Revised Basic : Rs. 100-40-1000-40- 1000
	Basic pay Rs.	Dearness Allowance Rs.	Rectifying allowances Rs.		
1.	100	200	200	100	100
2.	100	200	200	100	100
3.	100	200	200	100	100
4.	100	200	200	100	100
5.	100	200	200	100	100
6.	100	200	200	100	100
7.	100	200	200	100	100
8.	100	200	200	100	100
9.	100	200	200	100	100
10.	100	200	200	100	100

6. Principals

Starting Basic	Rs. 100-40-1100	Revised Basic : (i) Rs. 100-40-1000-40- 1000 (ii) Rs. 100-40-1000-100-1000-1000/40- 1000.
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Starting Basic : Stage	Rs. 100-40-1100-40- 1000			% of basic pay subject to minimum of Rs. 10 & maximum of Rs. 100	Revised Basic : Rs. 100-40-1100-40- 1000
	Basic Pay Rs.	Dearness Allowance Rs.	Rectifying allowances Rs.		
1.	100	200	200	100	100
2.	100	200	200	100	100
3.	100	200	200	100	100
4.	100	200	200	100	100
5.	100	200	200	100	100
6.	100	200	200	100	100
7.	100	200	200	100	100
8.	100	200	200	100	100
9.	100	200	200	100	100
10.	100	200	200	100	100
11.	100	200	200	100	100

T. Gendar Lekshmi

Existing Scale No. TGP-40-1100-36-1800

Revised Scale No. TGP-40-1100-36-1800
Annexure No. 1800.

Stage	Basic Pay	Dearness Allowance	Existing Increment	% of basic pay subject to revision of Rs. 10 & revised amount of Rs. 10		Revised Increment
				Rs.	Rs.	
1.	700	340	340	34	34	340
2.	740	340	340	37	37	300
3.	780	340	340	40	40	330
4.	820	340	340	43	43	360
5.	860	340	340	46	46	390
6.	900	340	340	49	49	420
7.	940	340	340	52	52	450
8.	980	340	340	55	55	480
9.	1020	340	340	58	58	510
10.	1060	340	340	61	61	540
11.	1100	340	340	64	64	570

J. Tatyasaheb Chander Singh

Existing Scale Rs. 400-40-400-40-200

Revised Scale Rs. TGP-40-1100-36-1800-
Annexure No. 1800

Stage	Basic Pay	Dearness Allowance	Existing Increment	% of basic pay subject to revision of Rs. 10 & revised amount of Rs. 10		Revised Increment
				Rs.	Rs.	
1.	400	200	200	20	20	200
2.	440	200	200	22	22	220
3.	480	200	200	24	24	240
4.	520	200	200	26	26	260
5.	560	200	200	28	28	280
6.	600	200	200	30	30	300
7.	640	200	200	32	32	320
8.	680	200	200	34	34	340
9.	720	200	200	36	36	360
10.	760	200	200	38	38	380
11.	800	200	200	40	40	400
12.	840	200	200	42	42	420
13.	880	200	200	44	44	440
14.	920	200	200	46	46	460
15.	960	200	200	48	48	480
16.	1000	200	200	50	50	500

K. Lakshmi (Gandhi Singh)

Existing Scale Rs. 400-40-400-

Revised Scale Rs. TGP-40-1100-36-1800-
Annexure No. 1800

Stage	Basic Pay	Dearness Allowance	Existing Increment	% of basic pay subject to revision of Rs. 10 & revised amount of Rs. 10		Revised Increment
				Rs.	Rs.	
1.	400	200	200	20	20	200
2.	420	200	200	21	21	210
3.	440	200	200	22	22	220
4.	460	200	200	23	23	230
5.	480	200	200	24	24	240
6.	500	200	200	25	25	250
7.	520	200	200	26	26	260
8.	540	200	200	27	27	270
9.	560	200	200	28	28	280
10.	580	200	200	29	29	290
11.	600	200	200	30	30	300
12.	620	200	200	31	31	310
13.	640	200	200	32	32	320
14.	660	200	200	33	33	330
15.	680	200	200	34	34	340
16.	700	200	200	35	35	350

10. Remuneration/Taxes

Existing Scale: Rs. 500-50-700-95-900

Revised Scale: Rs. 500-50-700-95-900
(for existing increments only)

Page	Basic Pay	Dearness Allowance	Existing Incremental	Rtg. of basic pay subject to minimum of Rs. 15 & max. limit of Rs. 300	
				Rs.	Rs.
1.	500	500	100	15-500	500
2.	511	500	101	16-500	500
3.	522	500	102	16-500	500
4.	533	500	103	16-500	500
5.	544	500	104	16-500	500
6.	555	500	105	17-500	500
7.	566	500	106	17-500	500
8.	577	500	107	17-500	500
9.	588	500	108	17-500	500
10.	599	500	109	17-500	500
11.	600	500	110	18-500	500

APPENDIX III

Terms and Conditions attached to the Revised Statutes

(i) Recruitment to all categories of teachers lecturers, Readers and Professors in Universities shall be made strictly on merit and on the basis of all India advertisement and selection. The qualifications prescribed for the posts should essentially be related to the academic attainment in the subject concerned and should not be linked with language or other regional considerations. Appointments should not be made on communal or caste considerations. The Selection Committee should have outside experts and their constitution should be prescribed by the statutes of the concerned University.

(ii) For future recruitment to the posts of Lecturers in Universities as well as in Colleges, the minimum qualifications shall be as may be determined by the University Grants Commission from time to time.

(iii) The existing lecturers in Colleges who did not possess, at the time of their initial recruitment minimum qualifications as prescribed by the University Grants Commission, should be required to attain these qualifications within five years. If they fail to do so during this period, they shall not be allowed to enjoy any future increment, till they acquire the qualifications.

(iv) All appointments of teachers in colleges shall be made on merit and on the basis of all India advertisement. The qualifications prescribed for the posts should essentially be related to the academic attainment in the subject concerned and should not be linked with language or other regional considerations. Appointment should not be made on communal or caste considerations. The constitution of a Selection Committee for recruitment to the posts of lecturer in a college should be as follows :—

- (a) Chairman, Governing Body of the College or his nominee;
- (b) a nominee of the Vice-Chancellor;
- (c) one expert to be nominated by the University;
- (d) one nominee of the Director of Education (Higher Education);
- (e) Principal of the college; and
- (f) Head of the Department concerned of the College.

No selection shall be considered valid unless at least one expert is present. The recommendations of the Selection Committee shall be subject to the approval of the Vice-Chancellor.

(v) All appointments of Principals of Colleges shall be made by a Selection Committee composed of the following :—

- (a) Chairman, Governing Body of the College;
- (b) One Member of the Governing Body;
- (c) Two nominees of the Vice-Chancellor;
- (d) One nominee of the Director of Education (Higher Education).

The recommendations of the Selection Committee shall be subject to the approval of the Vice-Chancellor.

(vi) The period of probation of a teacher shall in no case be more than 24 months. The Executive Council/Governing Body of the College may, for reasons to be recorded, reduce the condition of probation. The Executive Council/Governing Body shall have the right to assess the suitability of a teacher for confirmation even before the expiry of the period of 12 months from the date of his/her appointment but not earlier than 9 months from that date. A suitable provision may be made in the Ordinance/Statutes prescribing a schedule for placing cases regarding confirmation before the appropriate authority well in time before the date of expiry of the probation period.

(iii) The age of superannuation for Teachers as well as for Principals shall be 60 years and thereafter no further extension in service shall be given. A teacher who has already been given extension on attaining the age of 60 years on January 1, 1978 or thereafter shall continue to be in the old scale of pay during the period of extension and shall not be permitted to opt for the revised scale.

(iv) No Teacher/Principal shall be paid any remuneration for examination work, including Invigilation work, within any University/Institution in the State.

(v) The workload of teachers, submission of plan of work etc., shall be as may be determined by the University from time to time.

(vi) The existing post graduate teachers in the colleges, who are designated as Senior Lecturers/Tutors, in the scale of Rs. 700-1100 shall be placed in the revised scales of Rs. 700-1600.

(vii) The assessment at Rs. 1800 in the scale of Rs. 700-10-1100-55-1800—Assessment-80-1800, prescribed for college lectures, shall be done by a Committee to be appointed by the University.

(viii) The revised scale of Rs. 800-900 is for the existing Demonstrators/Tutors only. In future, Demonstrators/Tutors shall not be appointed in University and Colleges.

(ix) The fixation of pay in the revised scales of pay shall be according to the formula indicated in Appendix I.

(x) Each University shall draw up a code of conduct for its teachers keeping in view the recommendations made by the Sen Committee in this regard.

FORM OF AGREEMENT

THIS AGREEMENT made this day of

One thousand Nine hundred and Sixty Five between Shri/Smt./Kum.
 Demonstrator/Tutor/Reader/Senior/
 Junior Lecturer/Professor of Principal
 College/University established by
 hereinafter referred to as "the Employee"
 (which expression shall unless the context does not so admit include higher
 Jafirs, executives and administrators of the One Part and
 College/University hereinafter referred to as "the said College/University"
 of the Other part.

WHEREAS the Employee has been working as a Demonstrator/Tutor/
 Reader/Junior Lecturer/Professor of
 Principal of the said College/University from the day
 of 197.....

AND WHEREAS the Government of Maharashtra has by Government
 Resolution, Education Department bearing No. USC 1174/10487-U, dated
 the October 1976 (hereinafter referred to as "the said
 Resolution") a copy whereof is annexed hereto) announced, a scheme for
 revision of the pay scales of the University and College teachers.

AND WHEREAS according to the said College/University has agreed
 to revise the pay scale of the Employee on the Employee agreeing to accept
 and duly comply with the terms and conditions laid down by the Government
 of Maharashtra by the said Resolution; which the Employee has agreed to do.

NOW THIS AGREEMENT WITNESSETH, AND IT IS HEREBY
 AGREED AND DECIDED by and between the parties hereto as follows :—

In consideration of the said College/University agreeing to revise the pay
 scale of the Employee and to pay to him/her the remuneration as may be
 payable to him/her as per the said relevant revised scale applicable to him/her
 as specified in the said Resolution, notwithstanding anything to the contrary
 in that regard contained in his/her contract of service and/or conditions of
 service, the Employee doth hereby—

- (1) agree, accept and duly comply with terms and conditions specified in the said Government Resolution;
- (2) agree to have these conditions inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
- (3) agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised pay scales.

IN WITNESS WHEREOF the said _____
the Employee above-named has hereunto set
his/her hand and

Official seal of University has been hereto affixed;

Members of the Managing Committee/Directing Body of

..... have set their respective hands,
this day and year
.....

Signed and delivered by

Mr./Ms. _____
the Employee above named in the

presence of

1.

2.

Or

Signed and delivered by—

1.

2.

3.

4.

5.

6. Mr. the present member(s)
of the Managing Committee/Directing Body of

In the presence of

1.

2.